



Wisconsin Industry Partnerships Evaluation Meeting

**Madison, Wisconsin
March 3, 2011**

Stacey Jarrett Wagner

www.jarrettwagnergroup.com

www.futureworks-web.com



Wisconsin Industry Partnerships Evaluation Meeting

**Madison, Wisconsin
March 3, 2011**

**What Do You Think of When
Someone Says**

EVALUATION?



Wisconsin Industry Partnerships Evaluation Meeting

**Madison, Wisconsin
March 3, 2011**

**Rules?
Regulations
Requirements?**

Or Value?



Wisconsin Industry Partnerships Evaluation Meeting

**Madison, Wisconsin
March 3, 2011**

**What Are The Social, Economic,
Environmental, Systems, and Process
Impacts of Our Work?**

**Why Are We Doing This?
Are We Thinking Broad or Narrow?**



Wisconsin Industry Partnerships Evaluation Meeting

**Madison, Wisconsin
March 3, 2011**

BIG

**How many people got trained?
How many people got jobs?
Who got wage increases?**



Wisconsin Industry Partnerships Evaluation Meeting

**Madison, Wisconsin
March 3, 2011**

BIGGER

**How many sectors do we
operate within?**

**How many career pathways
do we have?**

**How many people received post-
secondary credentials?**



Wisconsin Industry Partnerships Evaluation Meeting

**Madison, Wisconsin
March 3, 2011**

BIGGEST

**How have we facilitated job
creation and business
competitiveness in our
region?**

**What does our region's
economic and social growth
look like?**



Wisconsin Industry Partnerships Evaluation Meeting

**Madison, Wisconsin
March 3, 2011**

SHARED VALUE

**Collaborative actions and metrics can
create shared value from which economic
as well as social value are derived.**

(John Kania, Mark Kramer, Michael Porter)



Wisconsin Industry Partnerships Evaluation Meeting

**Madison, Wisconsin
March 3, 2011**

TRIPLE BOTTOM LINE

- **Social Inclusion**
- **Environmental Impact**
- **Economic Impact**

(Yellow Wood Associates)



Wisconsin Industry Partnerships Evaluation Meeting

**Madison, Wisconsin
March 3, 2011**

SYSTEMS CHANGE BASELINE ANALYSIS

- **What systems changes do you want to see?**
- **Has the overall WFD system changed as you've been operating?**
- **Do they reflect the intended goals and outcomes?**
- **Are they attributable to your activities?**

(Mt. Auburn Associates)



Wisconsin Industry Partnerships Evaluation Meeting

**Madison, Wisconsin
March 3, 2011**

NFWS FRAMEWORKS

- **Overview of Work (Theory of Change)**
- **Funding Collaborative: Composition, Governance, and Fundraising Philosophy**
- **Goals and Strategy of Initiative**
- **Workforce Partnerships: Goals and Strategy**
- **Capacity Building Strategy**

(NFWS)



Wisconsin Industry Partnerships Evaluation Meeting

**Madison, Wisconsin
March 3, 2011**

DASHBOARD

- **Evidence of Progress**
- **Products and Services**
- **Impact and Outcomes**

(PAROS GROUP: Industry Skill Panels)

Wisconsin Industry Partnerships Evaluation Meeting

TEMPLATE: IMPACTS AND OUTCOMES EMPLOYERS AND THE INDUSTRY Please choose one or more of the metrics most illustrative of Skill Panel goals and provide data for that metric:	Y1 Baseline	Y1 Actual	Y2 Baseline	Y2 Actual	Y3 Baseline	Y3 Actual
1.Number of quality new hires (<i>the number of new employees hired who meet industry standards for job qualification during this reporting period</i>)						
1.Number of promotions (<i>the number of incumbent employees who received a promotion – a raise is not necessarily included in this – during this reporting period</i>)						
1.Reduced vacancy rate and/or cost of turnover (<i>the number of unfilled jobs that were filled and the percentage of savings experienced by employers as fewer employees left their firms during this reporting period</i>)	% #	% #	% #	% #	% #	% #
1.Improved employee satisfaction (<i>the percentage of employees in firms who were surveyed whose job satisfaction increased over this reporting period</i>)						
1.Other (please describe)						



Wisconsin Industry Partnerships Evaluation Meeting

**Madison, Wisconsin
March 3, 2011**

DASHBOARD

- **Job Seekers**
- **Incumbent Workers**

(NFWS)

Wisconsin Industry Partnerships Evaluation Meeting

**Madison, Wisconsin
March 3, 2011**

NFWS COLLABORATIVE NAME:				
REPORTING PERIOD	From: April 1, 2009	To: September 30, 2009		
JOB SEEKERS	PARTICIPANTS DATA			
	THREE-YEAR GOAL	FY09 GOAL	STATUS BY 09/30/09	STATUS LAST REPORT
1. Number of job-seekers served				
2. Total enrolled in training/education				
3. Total job placements				
4. Number Placements wage < \$9.99				
5. Number Placements wage \$10.00 - \$14.99				
6. Number Placements wage \$15.00 - \$19.99				
7. Number Placements wage \$20.00 or more				
8. Total six-month job retention				
9. Number of education or industry credentials received				



Wisconsin Industry Partnerships Evaluation Meeting

**Madison, Wisconsin
March 3, 2011**

EMPLOYER INTERVIEWS

- **Company Demographics**
- **Services Received**
- **Anticipated and Actual Outcomes**
- **Most Important Outcomes or Benefits in Working with WFP**
- **Changes in H.R. Policies/Practices**
- **Challenges in Working with WFP**
- **Will You Continue to Work with Us?**

(NFWS)



Wisconsin Industry Partnerships Evaluation Meeting

**Madison, Wisconsin
March 3, 2011**

ECONOMIC DEVELOPMENT

- **Regional Demographics**
- **Sectors/Clusters/Competitiveness**
- **Economic Development Plans and Assets**
- **Workforce Development Plans and Assets**
- **Social Benefits Plans and Assets**
- **Public/Private Investments (alignment)**
- **Coordination of Assets, Plans, Funding,
Programs and Desired Outcomes (e.g. jobs)**
(FutureWorks)



Wisconsin Industry Partnerships Evaluation Meeting

**Madison, Wisconsin
March 3, 2011**

**WHAT ARE YOU TRYING TO
ACHIEVE?**

**WHAT IS YOUR VISION FOR
YOUR REGION?**